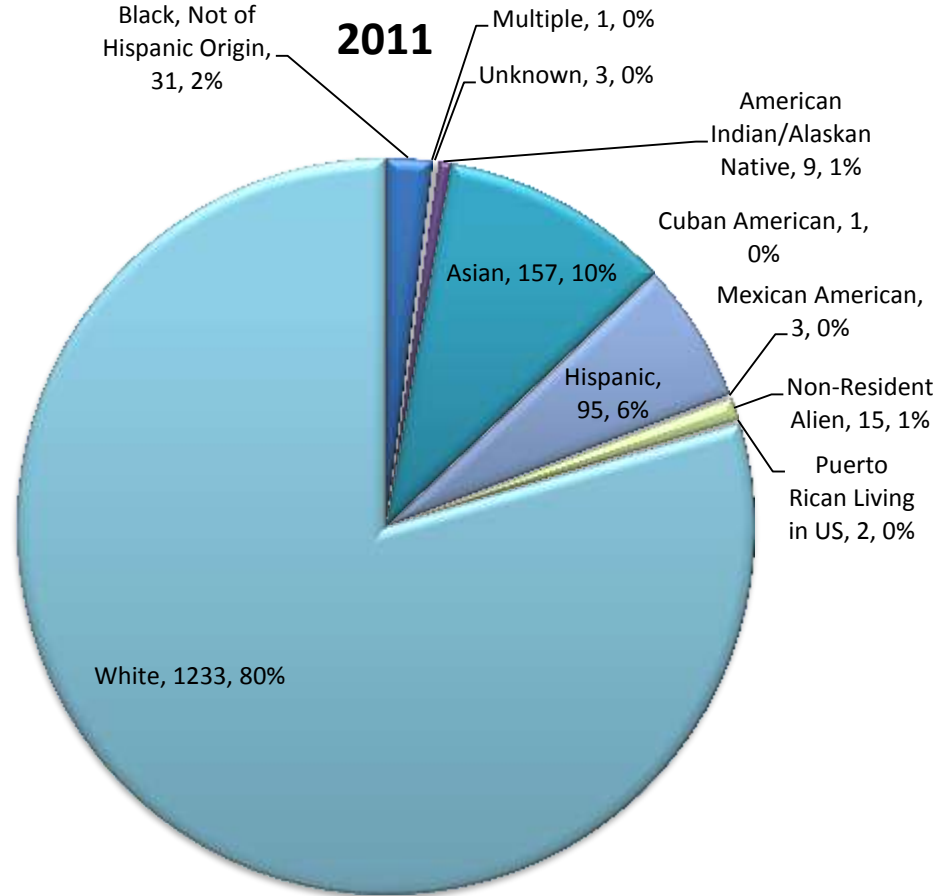
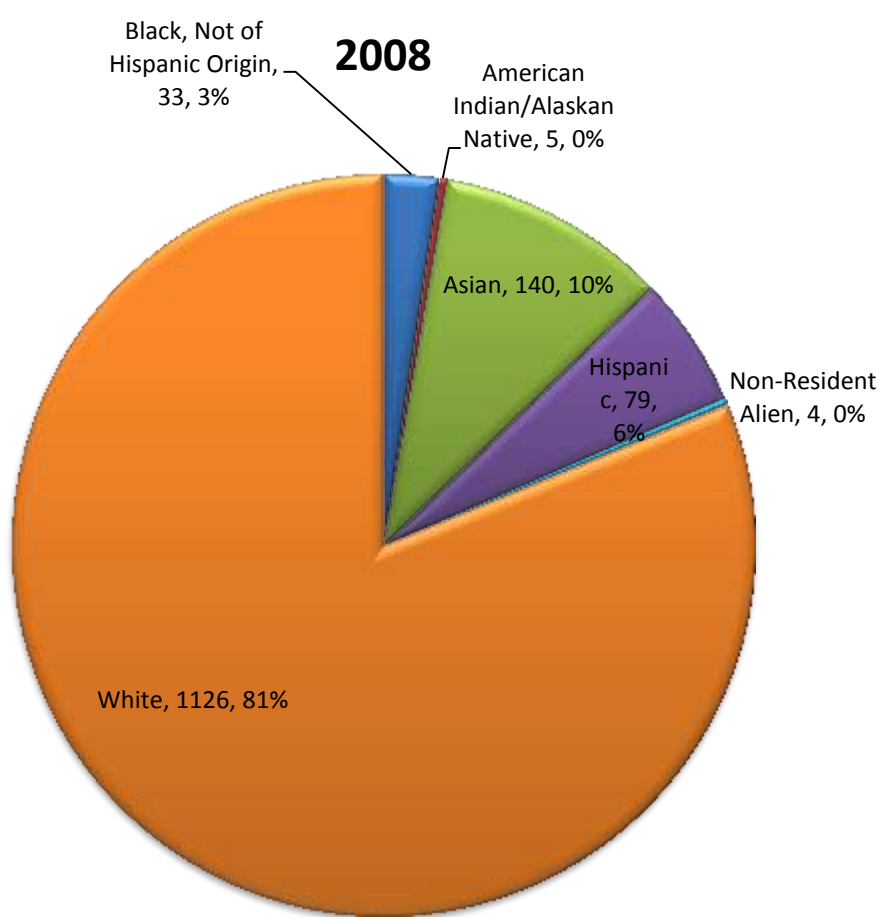


MENTORING TO ENSURE INCLUSIVENESS

CGS ANNUAL MEETING 2011

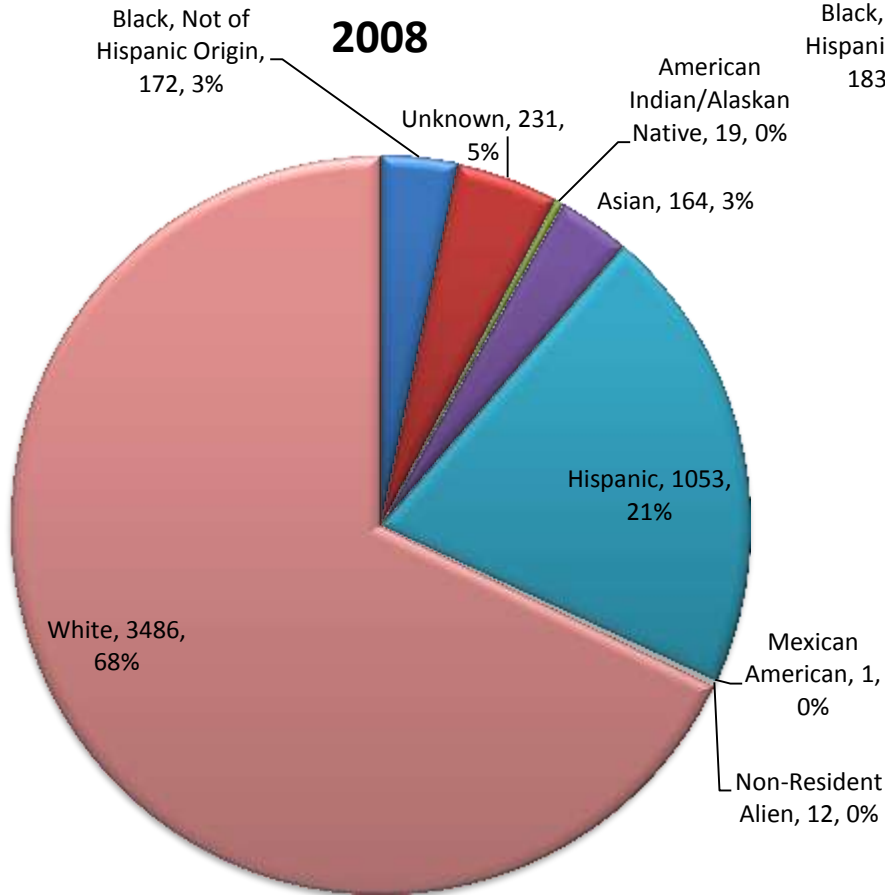
Ralph Ferguson, Associate Academic Dean
Graduate School, Texas Tech University

Faculty

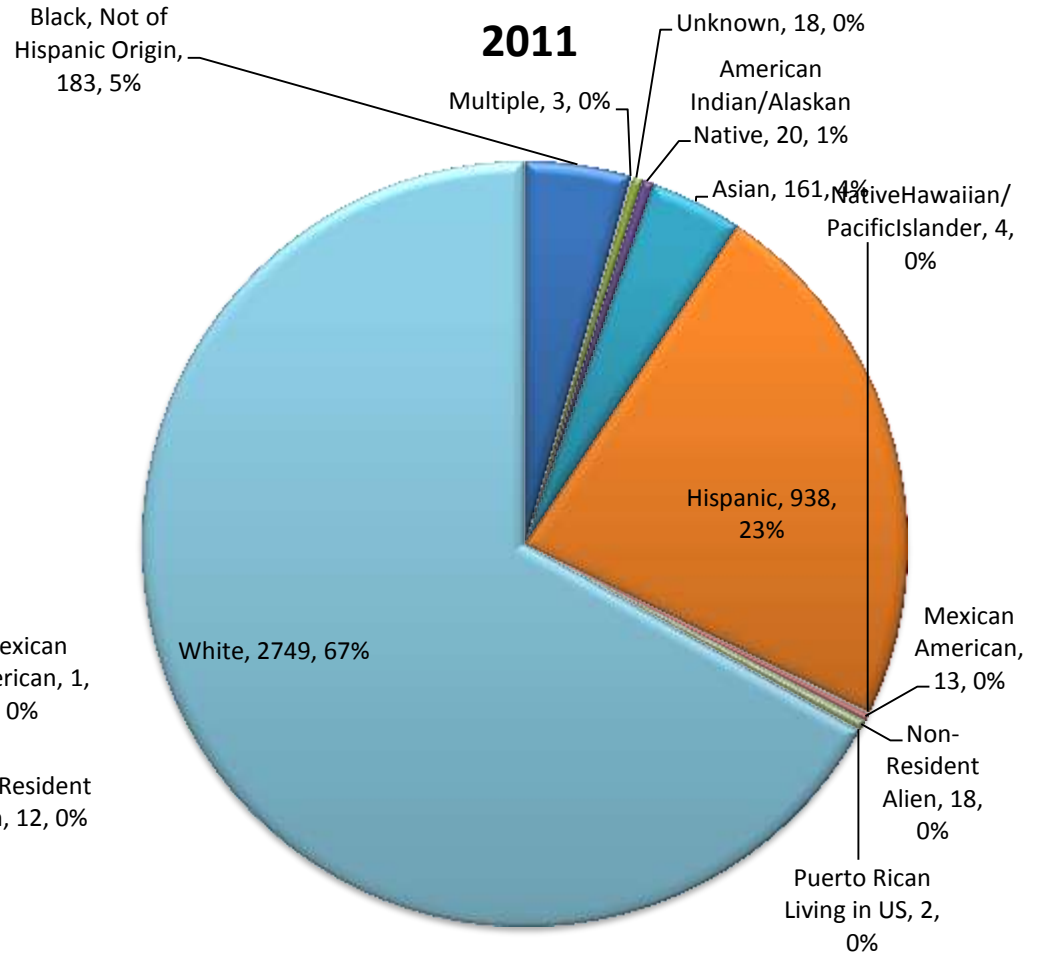


Staff

2008

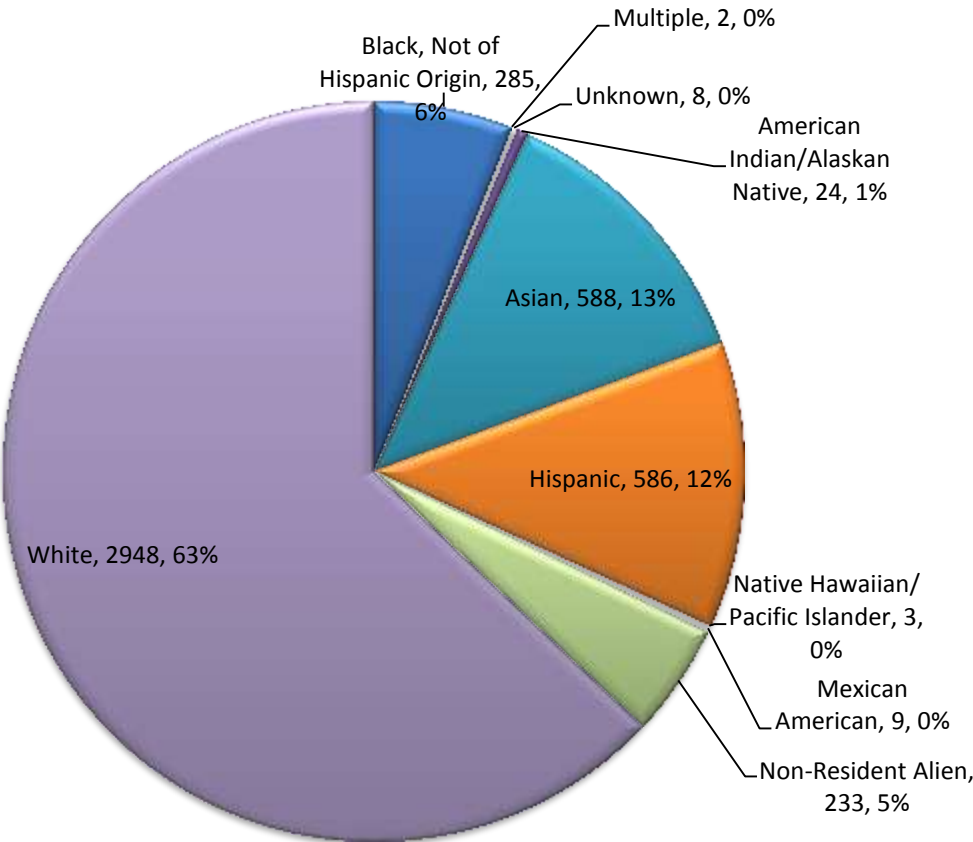


2011

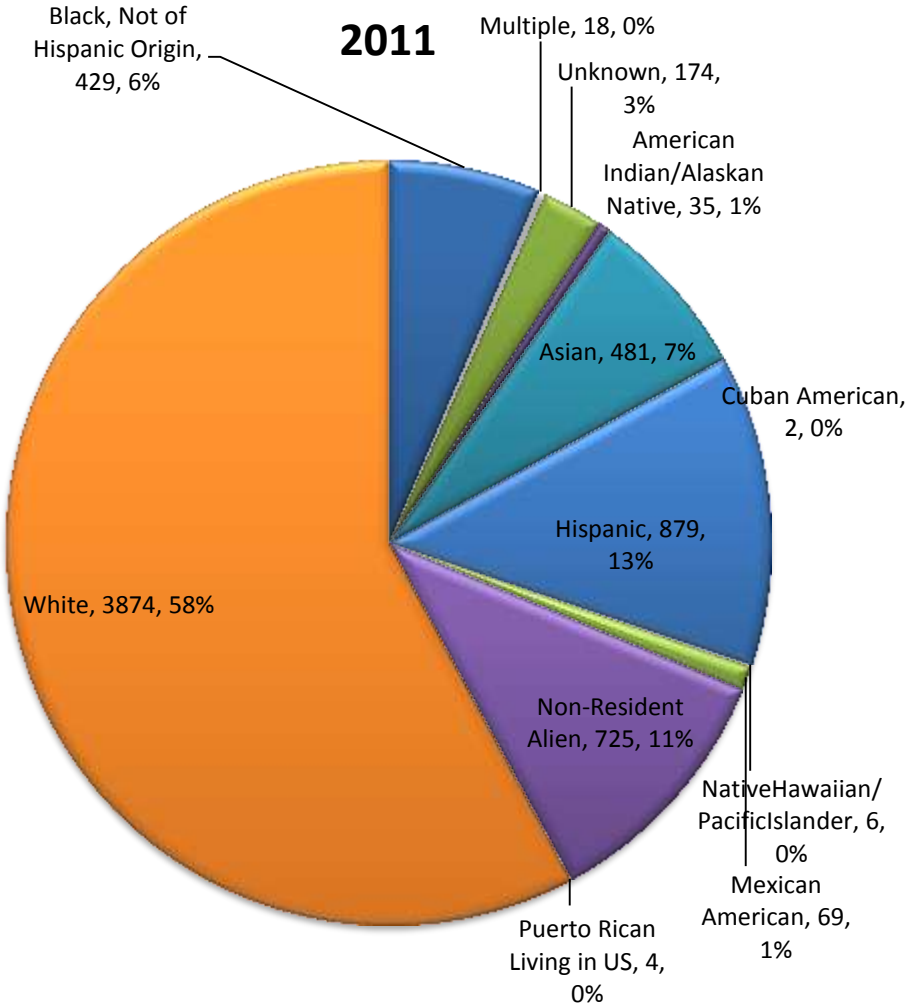


Employed Students

2008

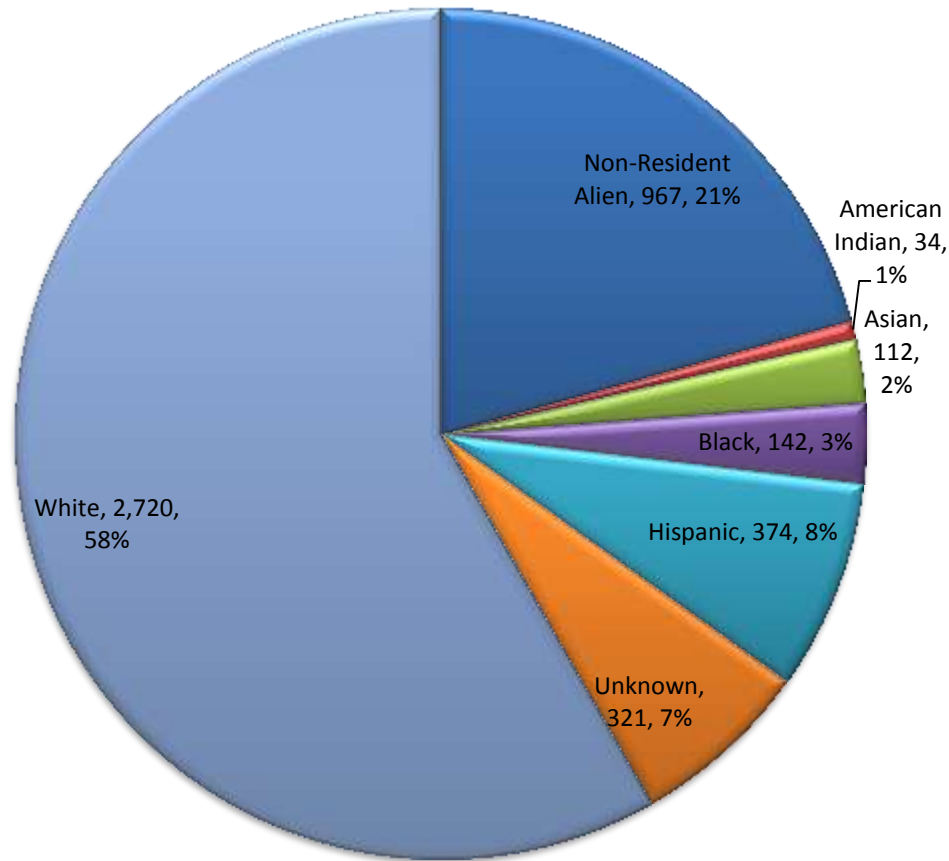


2011

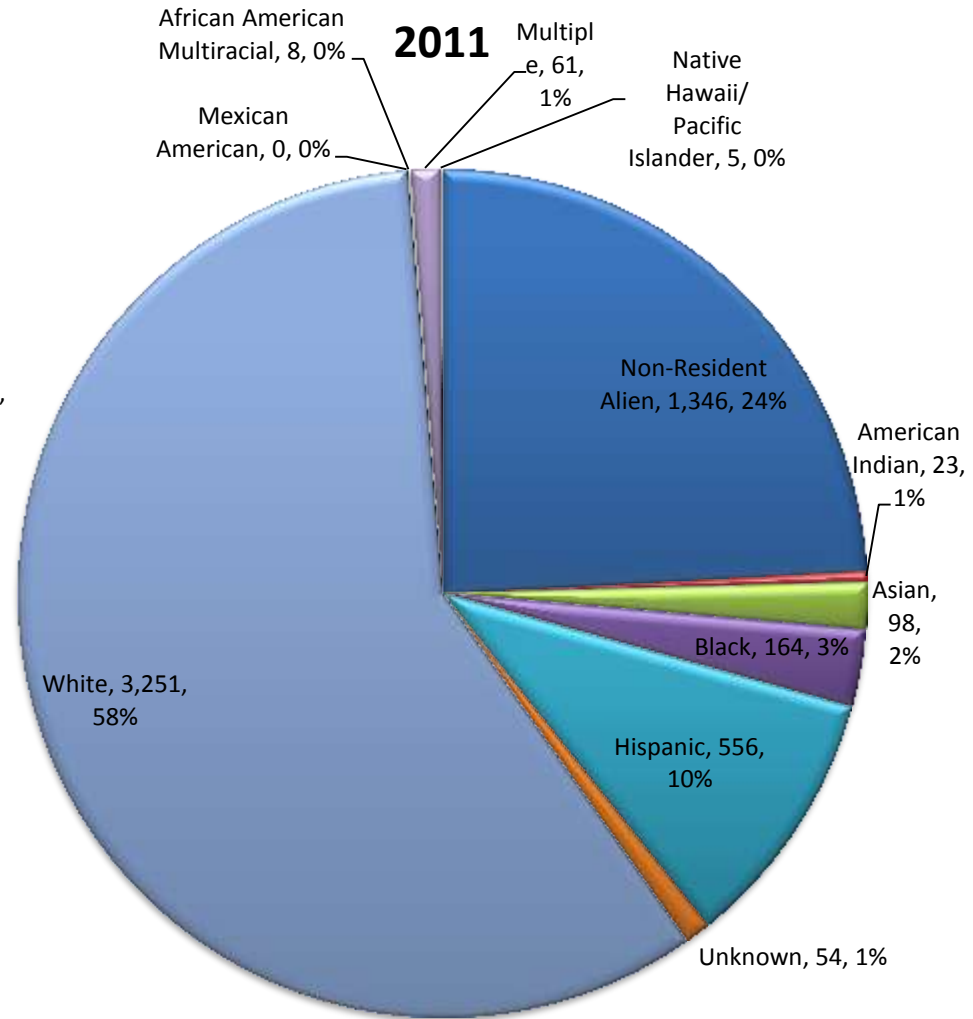


Student Population

2008



2011



Action Steps that Contribute to Inclusion

- A. Professional Development: Immediate Regional and or National Conferences
- B. Understand Financial Need (loans, scholarship, & jobs)
- C. Visualization: Help to define the horizon
- D. Know family status: Married or Single

Action Steps for Faculty Support of Inclusion

- A. Understand students research background or interest
- B. Beware of mentor selection by the students
- C. Know alternative faculty that can coach to the discipline
- D. Engage resources with student that interest faculty
- E. Support and encourage disciplinary transfer

Action Steps that relate Inclusion



- A. Assistantships and Scholarships
- B. Associations, Cultural group, and Civic Outreach
- C. Intellectual resource navigation
- D. Research methods clarify what and how
- E. Professionalize communications, builds network value

Recommendations



- A. Manage empowered staff
- B. Understand style of engagement required:
Administrator, Manager, Partner and or Leader
- C. Have a network of active collaborations
- D. Be concise in decision-making
- E. Priorities: Administrators, Faculty, & Staff with
leadership attributes